Training and Employment Development

COLLECTIVE BARGAINING IN NEW BRUNSWICK

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INDUSTRIAL RELATIONS BRANCH

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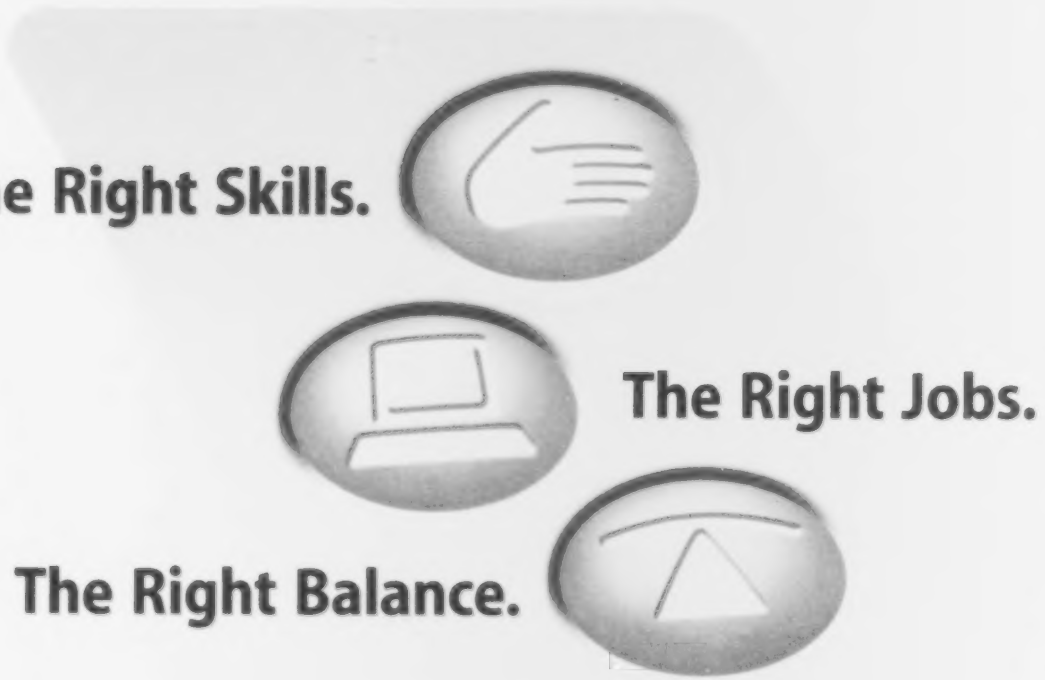

"Committed to the Prosperity Plan"

New Nouveau Brunswick
CANADA

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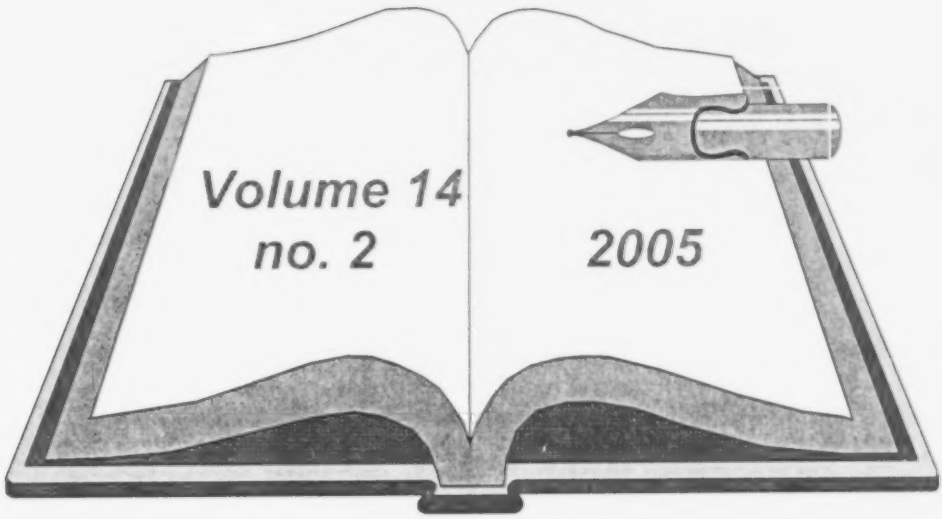
New Nouveau Brunswick

Collective Bargaining in New Brunswick



Department of
Training & Employment Development

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FORWARD

Collective Bargaining in New Brunswick is a quarterly report which contains summaries of collective bargaining settlements and grievance arbitration awards that are filed with the Department.

The data contained in this issue are derived from 27 settlements and 13 awards which were received by the Department during the period of April 1st to June 30th, 2005.

It should be noted that notwithstanding the information contained in this report, the only authoritative documents for this type of information are the collective agreements and arbitration awards themselves. These documents are available for viewing through this office and may be purchased in copy form at a cost of $0.30 per page (plus H.S.T.). When requesting information on a specific collective agreement or arbitration award, the corresponding reference number indicated in the report should be specified.

The Industrial Relations Branch wishes to acknowledge the cooperation of individuals representing Management and Labour who have promptly provided the information necessary for the completion of this issue. If you should have any questions or concerns, please contact this office at 506.453.2261.

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DEFINITIONS

AVERAGE RATE:

The rate of pay the nearest to the average of the lowest and highest rate of pay a permanent full-time employees could earn at the termination of the previous agreement.

BASE RATE:

The straight-time rate of pay per hour, excluding premiums, incentive bonuses, etc. This is not necessarily the lowest rate nor the highest rate but usually an established benchmark rate by the parties for purposes of negotiations.

LOWEST RATE:

Lowest rate of pay a permanent full-time employee could earn at the termination of the previous agreement.

WEIGHTED AVERAGE:

This arithmetic means, dependent on the composition of the work force, is established prior to negotiations and is generated by calculating the actual total wage cost for all employees covered by the settlement and dividing said cost by the number of employees.

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GLOSSARY OF COST OF LIVING ALLOWANCE (COLA) TERMS

C.P.I.: Consumer Price Index

COST OF LIVING ESCALATOR OR COST OF LIVING ALLOWANCE (COLA):

A cost of living escalator or COLA is a clause in a collective agreement which adjusts wage (or salary) rates reflecting changes in the specified price index. All have a formula which converts changes in a CPI into wage changes. It is designed to off-set erosion of real wage levels by inflation.

CAP OR MAXIMUM:

A capped formula makes adjustments to hourly rates according to CPI changes but provides a maximum for each contract year or the cap may limit escalation over the contract term as a whole; e.g. capped at $0.05 per quarter and capped at $0.15 per year.

GUARANTEED:

Some cost of living clauses guarantee that a certain increase will be granted by a certain date. If the CPI movement has not generated the guaranteed increase under the formula then that increase automatically comes into effect on the specified date.

TRIGGERED FORMULA:

A triggered formula does not operate until (usually percentage) change in the CPI brings the formula into operation. For example in a two-year collective agreement a triggered formula might grant $0,01 for each 0,5 change in the CPI after the index has risen a full 10,0 %. Often the formula must be re-triggered in each contract year. For example, the formula operated after a 10,0 % increase in the CPI has occurred in any contract year.

SETTLEMENTS

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CONSTRUCTION

Electrical Contractors Association of New Brunswick Inc. and the International Brotherhood of Electrical Workers Union, Local 1555

Reference number: E-001-03

20 months (2005 04 27 to 2006 12 31)

Date previous settlement expired: 2004 12 31

Date settlement was reached: 2005 04 27

Geographical Scope: Counties of Albert, Kent and Westmorland

Wages: Cost to the employer per employee per hour worked:

Classification "A"	Effective Dates			
	Previous	2005 05 07	2006 01 01	2006 07 01
Journeyman	$21.49	$22.39	TBA	TBA
Vacation	$2.36	$2.46	TBA	TBA
Health & Welfare	$5.72	$5.72	TBA	TBA
Training	$0.10	$0.16	$0.16	$0.16
Industry Fund	$0.20	$0.20	$0.20	$0.20
Association Fund	$0.16	$0.20	$0.20	$0.20
TOTALS	$30.03	$31.13	$31.63	$32.03

Classification "B"	Effective Dates			
	Previous	2005 05 07	2006 01 01	2006 07 01
Journeyman	$40.14	$21.04	TBA	TBA
Vacation	$2.22	$2.32	TBA	TBA
Health & Welfare	$5.35	$5.35	TBA	TBA
Training	$0.10	$0.16	$0.16	$0.16
Industry Fund	$0.20	$0.20	$0.20	$0.20
Association Fund	$0.16	$0.20	$0.20	$0.20
TOTALS	$28.17	$29.27	$29.77	$30.27

Classification "C"	Effective Dates			
	Previous	2005 05 07	2006 01 01	2006 07 01
Journeyman	$18.19	$19.09	TBA	TBA
Vacation	$2.00	$2.10	TBA	TBA
Health & Welfare	$5.35	$5.35	TBA	TBA
Training	$0.10	$0.16	$0.16	$0.16
Industry Fund	$0.20	$0.20	$0.20	$0.20
Association Fund	$0.16	$0.20	$0.20	$0.20
TOTALS	$26.00	$27.10	$27.60	$28.10

Classification "X"	2005 05 07
Journeyman	$18.92
Vacation	$2.08
Industry Fund	$0.20
Association Fund	$0.20
TOTAL	$21.40

Mechanical Contractors Association of New Brunswick Inc. and the United Association of Journeymen and Apprentices of the Plumbing & Pipefitting Industry of the United States and Canada, Local 512

Reference number: N-031-03

31 months (2004 05 19 to 2006 12 31)

Date previous settlement expired: 2001 06 30

Date settlement was reached: 2004 05 19

Geographical Scope: Counties of Gloucester and Restigouche

Wages: Cost to the employer per employee per hour worked:

Commercial	Effective Dates			
	Previous	**2004 05 03**	**2005 01 01**	**2006 01 01**
Journeyman	$19.74	$21.10	$21.69	$22.27
Vacation	$2.16	$2.32	$2.38	$2.45
Health & Welfare	$1.35	$2.00	$2.20	$2.40
Pension	$3.00	$3.00	$3.00	$3.00
Industry Fund	---	$0.20	$0.20	$0.20
Training	$0.16	$0.35	$0.40	$0.45
Safety Training	---	$0.06	$0.06	$0.06
TOTALS	$26.41	$29.03	$29.93	$30.83

Residential	Effective Dates			
	Previous	**2004 05 03**	**2005 01 01**	**2006 01 01**
Journeyman	$17.74	$19.10	$19.69	$20.27
Vacation	$1.95	$2.32	$2.38	$2.45
Health & Welfare	$1.35	$2.00	$2.20	$2.40
Pension	$3.00	$3.00	$3.00	$3.00
Industry Fund	---	$0.20	$0.20	$0.20
Training	$0.16	$0.35	$0.40	$0.45
Safety Training	---	$0.06	$0.06	$0.06
TOTALS	$24.20	$27.03	$27.93	$28.83

Mechanical Contractors Association of New Brunswick Inc. and the United Association of Journeymen and Apprentices of the Plumbing & Pipefitting Industry of the United States and Canada, Local 694

Reference number: N-031-02

31 months (2004 05 19 to 2006 12 31)

Date previous settlement expired: 2003 12 31

Date settlement was reached: 2004 05 19

Geographical Scope: Counties of Albert, Kent, Westmorland

Wages: Cost to the employer per employee per hour worked:

Commercial	Effective Dates			
	Previous	**2004 05 03**	**2005 01 01**	**2006 01 01**
Journeyman	$21.20	$21.46	$22.00	$22.58
Vacation	$2.12	$2.36	$2.42	$2.48
Health & Welfare	$1.81	$2.01	$2.21	$2.41
Pension	$1.50	$1.80	$2.05	$2.35
Industry Fund	$0.16	$0.20	$0.20	$0.20
Training	$0.31	$0.31	$0.41	$0.46
Safety Training	---	$0.06	$0.06	$0.06
TOTALS	$27.10	$28.20	$29.35	$30.54

Residential	Effective Dates			
	Previous	**2004 05 03**	**2005 01 01**	**2006 01 01**
Journeyman	$16.42	$16.42	$16.42	$16.42
Vacation	$1.15	$1.15	$1.15	$1.15
Health & Welfare	$1.51	$1.81	$1.81	$1.81
Pension	$1.28	$1.50	$1.50	$1.50
Industry Fund	$0.05	$0.20	$0.20	$0.20
Training	$0.13	$0.31	$0.31	$0.31
TOTALS	$20.54	$21.39	$21.39	$21.39

Mechanical Contractors Association of New Brunswick Inc. and the United Association of Journeymen and Apprentices of the Plumbing & Pipefitting Industry of the United States and Canada, Local 772

Reference number: N-031-01

31 months (2004 05 19 to 2006 12 31)

Date previous settlement expired: 2003 12 31

Date settlement was reached: 2004 05 19

Geographical Scope: Counties of Carleton, Madawaska, Sunbury, Victoria, York

Wages: Cost to the employer per employee per hour worked:

Commercial	Effective Dates			
	Previous	2004 05 03	2005 01 01	2006 01 01
Journeyman	$23.96	$21.10	$21.69	$22.27
Vacation	$2.04	$2.32	$2.38	$2.45
Health & Welfare	$1.80	$2.00	$2.20	$2.40
Pension	$1.50	$3.00	$3.00	$3.00
Industry Fund	$0.16	$0.20	$0.20	$0.20
Training	$0.31	$0.35	$0.40	$0.45
Safety Training	---	$0.06	$0.06	$0.06
TOTALS	$29.77	$29.03	$29.93	$30.83

Residential	Effective Dates			
	Previous	2004 05 03	2005 01 01	2006 01 01
Journeyman	$18.53	$18.71	$19.34	$19.97
Vacation	$1.58	$2.06	$2.13	$2.20
Health & Welfare	$1.80	$2.00	$2.20	$2.40
Pension	$1.50	$3.00	$3.00	$3.00
Training	$0.31	$0.35	$0.40	$0.45
Industry Fund	$0.16	$0.20	$0.20	$0.20
TOTALS	$23.88	$26.32	$27.27	$28.22

Mechanical Contractors Association of New Brunswick Inc. and the United Association of Journeymen and Apprentices of the Plumbing & Pipefitting Industry of the United States and Canada, Local 799

Reference number: N-031-10

31 months (2004 05 19 to 2006 12 31)

Date previous settlement expired: 2001 06 30

Date settlement was reached: 2004 05 19

Geographical Scope: County of Northumberland

Wages: Cost to the employer per employee per hour worked:

Commercial	Effective Dates			
	Previous	2004 05 03	2005 01 01	2006 01 01
Journeyman	$20.00	$21.10	$21.69	$22.27
Vacation	$2.20	$2.32	$2.38	$2.45
Health & Welfare	$1.98	$2.00	$2.20	$2.40
Pension	$3.25	$3.00	$3.00	$3.00
Industry Fund	$0.16	$0.20	$0.20	$0.20
Training	$0.16	$0.35	$0.40	$0.45
Safety Training	---	$0.06	$0.06	$0.06
TOTALS	$27.75	$29.03	$29.93	$30.83

New Brunswick Asbestos Abatement Collective Agreement (2005-2008) between Donalco Inc. and the International Union of Painters & Allied Trades, Locals 1151 & 1936

Reference number: C-233-01

36 months (2005 05 01 to 2008 04 30)

Date previous settlement expired: 2004 05 31

Date settlement was reached: 2005 04 27

Geographical Scope: Provincewide

Wages: Cost to the employer per employee per hour worked:

	Effective Dates			
	Previous	**2005 05 01**	**2005 11 01**	**2006 05 01**
Class I	$13.27	$13.41	$13.46	$13.73
Vacation	$1.06	$1.07	$1.08	$1.10
Administration Fund	$0.20	$0.20	$0.20	$0.20
Health & Welfare	$1.10	$1.40	$1.45	$1.45
Training Fund	$0.30	$0.35	$0.35	$0.35
Pension	$0.80	$0.80	$0.80	$0.90
TOTALS	$16.73	$17.23	$17.34	$17.73

	Effective Dates		
	2006 11 01	**2007 05 01**	**2007 11 01**
Class I	$13.73	$14.01	$14.01
Vacation	$1.10	$1.12	$1.12
Administration Fund	$0.20	$0.20	$0.20
Health & Welfare	$1.45	$1.50	$1.50
Training Fund	$0.40	$0.40	$0.45
Pension	$1.00	$1.10	$1.15
TOTAL	$17.86	$18.33	$18.43

VSL Canada Limited and the International Association of Bridge, Structural Ornamental and Reinforcing Ironworkers District Council – Eastern Canada (Reinforcing Steel Setters Agreement)

Reference number: V-021-03

38 months (2005 03 09 to 2008 04 30)

Date previous settlement expired: N/A

Date settlement was reached: 2005 03 09

Geographical Scope: Provincewide

Wages: Cost to the employer per employee per hour worked:

Industrial	Effective Dates		
	2005 03 09	2006 05 01	2007 05 01
Journeyman Rodman	$20.00	TBD	TBD
Vacation	$1.60	TBD	TBD
Health & Welfare	$1.00	TBD	TBD
Pension	$2.50	TBD	TBD
Training	$0.24	TBD	TBD
TOTAL	$25.34	TBD	TBD

Civil/Commercial	Effective Dates		
	2005 03 09	2006 05 01	2007 05 01
Journeyman Rodman	$19.00	TBD	TBD
Vacation	$1.52	TBD	TBD
Health & Welfare	$1.00	TBD	TBD
Pension	$2.50	TBD	TBD
Training	$0.24	TBD	TBD
TOTAL	$24.26	TBD	TBD

EDUCATIONAL SERVICES

Atlantic Provinces Special Education Authority and the New Brunswick Government Employees Union

Reference number: A-145-02

7 months (2004 08 19 to 2005 03 31)

Date previous settlement expired: 2002 03 31

Date settlement was reached: 2004 08 19

Wages: Lowest rate – Teacher Assistant - $12.72 per hour.

Increases:

effective date	hourly increase
2002 04 01	$0.78
2003 04 01	$0.41

Vacation: (NEW)

Employees after 16 (17) years of service shall be entitled to 5 weeks vacation.

Child Care Leave: (NEW)

Employee may be granted an unpaid leave of absence of up to 37 weeks to care for the child.

FINANCE AND INSURANCE

La Caisse Populaire Chaleur Ltée, Bathurst and the United Steelworkers of America, Local 9270

Reference number: C-318-01

33 months (2005 03 28 to 2007 12 31)

Date previous settlement expired: 2004 12 31

Date settlement was reached: 2005 03 28

Wages: Lowest rate – Level I - $9.07 per hour.

Increases:

effective date	general increase
2004 03 28	12%
2005 03 28	2%

Kilometer Allowance:

Previous	New
$0.32	$0.35

Meal Allowance:

	Breakfast	Lunch	Supper
Previous	$6.00	$10.00	$15.00
New	$7.00	$13.00	$20.00

Travel Allowance:

For stay outside of a hotel per day:

Previous	New
$10.00	$15.00

HEALTH CARE AND SOCIAL SERVICES

Petitcodiac/Salisbury Ambulance Service Inc. and the Canadian Union of Public Employees, Local 4668

Reference number: P-139-01

12 months (2005 02 01 to 2006 01 31)

Date previous settlement expired: First Agreement

Date settlement was reached: 2005 05 10

Wages: Lowest rate: Paramedic (on site) - $13.65 per hour.

Increases:

effective date	hourly increase
2005 06 01	$0.20

MANUFACTURING

Atlantic Waffles Inc. and the Bakery, Confectionery, Tobacco Workers and Grain Millers International Union, Local 406

Reference number: A-163-01

36 months (2004 11 23 to 2007 11 23)

Date previous settlement expired: 2004 11 23

Date settlement was reached: 2004 12 16

Wages: Lowest rate: General Helper - $10.45 per hour

Increases:

effective date	hourly increase
2004 11 27	$0.30
2005 11 27	$0.30
2006 11 27	$0.30

Signing Bonus:
$25.00 gift certificate

Red Circle Bonus:
In Shipping/Receiving - $400.00 per annum.

Custom Fabricators & Machinists and the Industrial Union of Marine and Shipbuilding Workers of Canada, Local 31

Reference number: C-165-01

48 months (1999 06 06 to 2003 06 05)

Date previous settlement expired: 1999 06 05

Date settlement was reached: 1999 06 06

Wages: Lowest rate: Labourer Class "B" - $8.67 per hour

Increases:

effective date	hourly increase
1999 06 06	$0.43
1999 12 06	$0.31
2000 06 06	$0.00
2001 06 06	$0.19
2002 06 06	$0.19

Travel to Canaport: (NEW)

Employees will be paid one-half hour's pay per day.

Safety Boot Allowance: (NEW)

Employees will be eligible for a $75.00 annual allowance.

Fraser Papers Inc., Edmundston, NB and the Communications, Energy & Paperworkers Union of Canada, Local 29

Reference number: F-014-26

60 months (2005 07 01 to 2009 06 30)

Date previous settlement expired: 2005 06 30

Date settlement was reached: 2005 05 10

Wages: Lowest rate: Helper "B" - $22.63 per hour

Increases:

effective date	hourly/ general increase
2004 07 01	$0.70
2005 07 01	2.5%
2006 07 01	$0.60
2007 07 01	2.0%
2008 07 01	$0.60

Shift Premium:

Will increase by $0.10 per hour.

Vacation:

A fifth week on annual vacation after 17 (18) years of service.

Pension Plan:

An employee retiring at 57 or more with at least 20 years of continuous service will be entitled to an unreduced pension.

Health Plan:

The company will now pay 100% of the health care premium.

Basic Life Insurance:

Will increase by $10,000.00 and be funded by the employer:

Accidental Death & Dismemberment:

Will increase by $5,000.00 and be funded by the employer.

Long Term Disability:

Will increase by $200.00 monthly and by a further $100.00 on July 1st, 2007.

J.D. Irving, Limited and the Communications, Energy & Paperworkers Union, Local 1309 (Sussex Sawmill Division)

Reference number: I-005-21

60 months (2004 04 01 to 2009 03 31)

Date previous settlement expired: 2004 03 31

Date settlement was reached: 2005 04 20

Wages: Lowest rate: Labour - $12.72 per hour

Increases:

effective date	hourly increase
2004 01 01	$0.42
2005 01 01	$0.33
2006 01 01	$0.34
2007 01 01	$0.34
2008 01 01	$0.35

The following revised benefits are for employees working 12 hour shifts:

- **Clothing/Cleaning Allowance: (NEW)**
  Company will supply clean outer clothing (not including footwear) for each shift.

- **Tool Allowance:**
  $125.00 per annum.

- **Boot Allowance:**
  $75.00 per annum.

- **RRSP:**
  RRSP earnings will now be based on 45 (42) hours per week.

Kent Homes, a Division of J.D. Irving, Limited and the Communications, Energy and Paperworkers of Canada, Local 62

Reference number: K-066-02

56 months (2005 05 12 to 2009 12 31)

Date previous settlement expired: 2004 12 31

Date settlement was reached: 2005 05 12

Wages: Lowest rate: Labor I (flexible) - $11.08 per hour

Increases:

effective date	hourly increase
2004 12 31	$0.45
2005 12 31	$0.29
2006 12 31	$0.23
2007 12 31	$0.24
2008 12 31	$0.25

Shift Differential:

Previous	$0.20
New	$0.52

Holidays with Pay:

Remembrance Day has been added.

Vacation:

Employees with 3600 to 4799 days will now receive 7% of gross earnings per annum.

Employees with more than 4800 days will now receive 8% of gross earnings per annum.

Medical Plan:

The employer will pay 50% of the premium for the first year of the agreement.

For the second year the employer will pay 50% of the premium of the first year plus 50% of any yearly increase up to a maximum of 2% per annum.

MacKay Products Ltd., Saint John and the Construction and General Labourers, Local 900

Reference number: M-056-02

24 months (2003 07 26 to 2005 03 25)

Date previous settlement expired: 2003 07 25

Date settlement was reached: 2004 03 14

Wages: Lowest rate: Yard Man (full-time) - $14.30 per hour

Increases:

effective date	general increase
2005 07 25	0%

Pension:

Employer Contribution		
Previous	**2003 07 26**	**2004 07 26**
$0.70 per hr.	$0.80 per hr.	$0.90 per hr.

MINING AND OIL AND GAS EXTRACTION

Graymont (NB) Inc. and the Cement, Lime, Gypsum and Allied Workers Division, Lodge D325 (formerly Havelock Lime)

Reference number: H-076-01

36 months (2002 08 11 to 2005 08 20)

Date previous settlement expired: 1999 08 15

Date settlement was reached: 2002 08 21

Wages: Lowest rate – Probationary II - $11.40 per hour

effective date	hourly increase
2002 08 11	$0.30
2003 08 10	$0.31
2004 08 08	$0.35

Meal Allowance:
Is now $10.00 ($7.50).

Sunday Shift Premium: (NEW)
Will be $2.50 initially and then $5.00 beginning August 2003.

Vacation:
After 25 years, employees are now entitled to 5 weeks.

Boot Allowance:

Previous	August 2003	August 2004	August 2005
$160.00	$170.00	$180.00	$190.00

Graymont (NB) Inc. and the Cement, Lime, Gypsum and Allied Workers Division, Lodge D325 (formerly Havelock Lime)

Reference number: H-076-01

36 months (1999 08 16 to 2002 08 16

Date previous settlement expired: 1999 08 15

Date settlement was reached: 1999 12 08

Wages: Lowest rate – Probationary II - $11.40 per hour

effective date	hourly increase
1999 12 08	$0.23
2000 08 16	$0.23
2001 08 16	$0.24

Call In Pay:

Maintenance employees called in will now receive a minimum of 4 (3) hours overtime rate.

Meal Allowance:

Is now $7.50 ($7.00).

Boot Allowance:

Previous	August 2000	August 2001	August 2002
$125.00	$140.00	$150.00	$160.00

Pension:

Employer contribution - % of earnings			
Previous	**December 1999**	**August 2000**	**August 2001**
2.25%	2.5%	2.75%	3.0%

PUBLIC ADMINISTRATION

City of Moncton and the Moncton Firefighters Association, Local 999

Reference number: M-058-02

48 months (2005 01 01 to 2008 12 31)

Date previous settlement expired: 2004 12 31

Date settlement was reached: 2005 06 13

Wages: Lowest rate – 3rd class firefighter - $16.75 per hour.

Increases:

effective date	hourly increase
2004 12 26	$0.25
2005 06 26	$0.26
2005 12 31	$0.26
2006 06 25	$0.26
2006 12 24	$0.26
2007 06 24	$0.28
2007 12 23	$0.54

Rothesay Joint Board of Police Commissioners and the Rothesay Regional Joint Board of Police Commissioners, Local 1905, Canadian Union of Public Employees (Communication Dispatchers)

Reference number: R-058-02

30 months (2004 07 01 to 2006 12 31)

Date previous settlement expired: 2004 06 30

Date settlement was reached: 2005 03 23

Wages: Lowest rate – Dispatcher - $15.01 per hour.

Increases:

effective date	hourly increase
2004 07 01	$1.38
2005 01 01	$0.66
2006 01 01	$0.68

Continuation of Benefits:

Employer agrees to pay for group insurance plan for employees laid off for period of less than 3 months.

Meal Allowance: (NEW)

Employee attending any court outside the regional limits shall be paid $40.00 per day.

Travel Allowance:

Employer will pay the following daily rate for miscellaneous expenses	
Outside of 25 kms.	**Inside 25 kms.**
$10.00	$5.00

Town of Riverview and the Canadian Union of Public Employees, Local 2162

Reference number: R-031-02

48 months (2004 07 01 to 2008 06 30)

Date previous settlement expired: 2004 06 30

Date settlement was reached: 2005 02 15

Wages: Lowest rate – Casual - $12.72 per hour.

Increases:

effective date	hourly increase
2004 07 01	$13.07
2005 07 01	$13.43
2006 07 01	$13.83
2007 07 01	$14.24

Benefit Premiums:

Employer pays	
Previous	**New**
50%	75%

Boot Allowance:

Previous	New
$200.00	$220.00

Ville de Grand Sault and the Canadian Union of Public Employees, Local 886 (municipal employees)

Reference number: G-023-01

60 months (2005 01 01 to 2009 12 31)

Date previous settlement expired: 2004 12 31

Date settlement was reached: 2005 04 08

Wages: Lowest rate – Building Caretaker/Janitor - $13.35 per hour.

Increases:

effective date	hourly increase
2005 01 01	$0.56
2006 01 01	$0.52
2007 01 01	$0.56
2008 01 01	$0.62
2009 01 01	$0.54

Service Pay:

Paid annually depending on years of service.

Years of service	New	Previous
5 – 10 years	$105.00	$100.00
10 – 15 years	$185.00	$180.00
15 – 20 years	$240.00	$235.00
20 – 25 years	$345.00	$340.00
More than 25 years	$400.00	$395.00

Safety Clothing:

Employer now pays for all articles that are required with NB Regulations.

Safety Footwear:

$175.00 annually.

RETAIL TRADE

Baig Motors Inc., Moncton and the National Automobile, Aerospace, Transportation and General Workers, CAW-Canada, Local 4501

Reference number: B-196-01

36 months (2004 09 01 to 2007 08 31)

Date previous settlement expired: 2004 08 31

Date settlement was reached: 2005 03 17

Wages: Lowest rate – Lot Attendant - $8.00 per hour.

Increases:

effective date	general increase
2005 09 01	1.5%
2006 09 01	1.5%

Signing Bonus:
$175.00

Clothing Allowance:

Previous	New
1 pair coveralls or 1 shirt	3 pairs coveralls or 3 shirts

Safety Boots: (NEW)
$50.00 per year.

Severance Pay: (NEW)

If employment is terminated as a direct result of dealership or department closing, 1 week's pay per completed year of service to a maximum of 8 weeks.

C.C.C. Simonds Co-Op Basics, Saint John and the National Automobile, Aerospace, Transportation and General Workers (CAW-Canada), Local 40

Reference number: S-178-02

36 months (2004 09 01 to 2007 08 31)

Date previous settlement expired: 2004 08 31

Date settlement was reached: 2005 03 17

Wages: Lowest rate – Grocery Clerk – $272.00 per week (starting).

Increases:

Effective date	General increase
2004 01 01	0%

Bereavement Leave:

Extensive changes to leave provision. Refer to agreement.

Sick Leave:

Full time employees entitled to 10 days (5 days of a combination of compassionate, personal or sick days)

Pension Plan:

	Previous	New
Employee	3%	4%
Employer	3%	4%

Paid Holidays: (NEW)

Good Friday, Thanksgiving, Boxing Day, Remembrance Day.

Vacations:

Previous	
Years of service	**Vacation**
0 – 1	1 day for each month
1 – 8	2 weeks
More than 8	3 weeks

New	
Years of service	**Vacation**
0 – 1	1 day for each month
1 – 5	2 weeks
5 – 10	3 weeks
more than 10	4 weeks

Bonus Payments:

	On ratification	2005 09 01	2006 09 01
Full time	300.00	300.00	300.00
Part time hired prior to January, 2001	200.00	200.00	200.00
Part time hired after January, 2001	100.00	100.00	100.00

Co-op Atlantic, Feed Plant and Distribution Centres, Moncton, NB and the United Food & Commercial Workers International Union, Local 1288P

Reference number: C-125-02

24 months (2004 09 25 to 2006 09 24)

Date previous settlement expired: 2004 09 24

Date settlement was reached: 2005 05 10

Wages: Lowest rate – Millhand - $13.15 per hour.

Increases:

effective date	hourly increase
2004 09 25	$0.40
2005 09 25	$0.40

COLA (Triggered):

If the C.P.I. for August 2005 exceeds 5%.

La Coopérative de Caraquet Limitée and the United Brotherhood of Carpenters & Joiners of America, Local 1386

Reference number: L-050-04

45 months (2003 02 01 to 2006 10 28)

Date previous settlement expired: 2003 10 31

Date settlement was reached: 2005 02 01

Wages: Lowest rate – Pastry Chef - $9.20 per hour.

Increases:

effective date	hourly increase
2003 11 01	$0.20
2004 10 31	$0.15
2005 10 30	$0.15

Pension Plan Contribution:

Previous		New	
Employer	**Employee**	**Employer**	**Employee**
2%	2%	3%	3%

Sick Leave:

After 6240 hours of work the employee will be credited with one hour of sick leave for every 69 hours worked annually. For every hour unused (annually) the employee will receive 80% of their normal rate of pay.

WHOLESALE TRADE

Saint John Recyling, Saint John and the New Brunswick Regional Council of Carpenters and Millwrights and Allied Workers, Local 1386

Reference number: S-235-01

71 months (2005 03 31 to 2011 03 01)

Date previous settlement expired: First Agreement

Date settlement was reached: 2005 03 01

Wages:

Increases:

effective date	general increase
2006 03 01	2%
2007 03 01	2%
2008 03 01	2%
2009 03 01	2%
2010 03 01	2%

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GRIEVANCE ARBITRATION AWARDS

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Reference Number: A-142-01/2004-01

Atlantic Yarns Inc. and the Communications, Energy & Paperworkers Union of Canada, Local 208

Issue: Discharge/Dismissal

Award: Allowed

Date of Award: February 28, 2005

Number of Pages: 14

Arbitrator: Donald MacLean

Language of Decision: English

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Reference Number: C-262-01/2005-01

Carleton-Kirk Complex Inc., and the New Brunswick Government Employees Union, Local 6

Issue: Discharge/Dismissal

Award: Allowed in Part

Date of Award: April 25, 2005

Number of Pages: 4

Arbitrator: Raymond P. Gorman

Language of Decision: English

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Reference Number: M-232-04/2004-01

City of Miramichi and the Miramichi Association of Police Professionals

Issue: Interest

Award: Awarded

Date of Award: May 31, 2004

Number of Pages: 15

Arbitrator: Bruce S. Outhouse

Language of Decision: English

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Reference Number: D-096-01/2004-01

Drew Nursing Home (The United Church Home for Senior Citizens Inc.) and the Canadian Union of Public Employees, Local 3982

Issue: Retirement Allowance

Award: Dismissed

Date of Award: July 26, 2004

Number of Pages: 16

Arbitrator: Donald MacLean

Language of Decision: English

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Reference Number: F-014-26/2004-01

Fraser Papers Inc. and the Communications, Energy & Paperworkers Union of Canada, Local 29

Issue: Discipline

Award: Allowed

Date of Award: May 30, 2005

Number of Pages: 10

Arbitrator: Pierre Arsenault

Language of Decision: French

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Reference Number: G-077-02/1999-01

Grand Lake Timber Division of Midland Transport Limited and the Communications, Energy & Paperworkers Union of Canada, Local 104

Issue: Management Rights

Award: Allowed

Date of Award: June 26, 2000

Number of Pages: 15

Arbitrator: Gregory I. North

Language of Decision: English

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Reference Number: C-081-02/2004-01

La Co-oérative Cartier Ltée and the United Food & Commercial Workers International Union, Local 1288P

Issue: Validity of Letter of Intent

Award: Allowed

Date of Award: February 24, 2004

Number of Pages: 10

Arbitrator: Donald MacLelan

Language of Decision: English

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Reference Number: L-141-01/2004-02

Larsen Packers Limited and the United Food & Commercial Workers International Union, Local 1288P

Issue: Suspension

Award: Dismissed

Date of Award: February 14, 2005

Number of Pages: 13

Arbitrator: Donald MacLelan

Language of Decision: English

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Reference Number: M-178-09/2005-01

Miramichi Pulp & Paper Inc. and the Communications, Energy & Paperworkers Union of Canada, Local 689

Issue: Discrimination

Award: Dismissed

Date of Award: April 27, 2005

Number of Pages: 2

Arbitrator: John D. Larlee, Q.C.

Language of Decision: English

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Reference Number: P-135-01/2004-01

Prelco NB Inc. and the National Automobile, Aerospace, Transportation & General Workers, Local 1044

Issue: Discharge/Dismissal

Award: Allowed in Part

Date of Award: May 6, 2005

Number of Pages: 16

Arbitrator: Donald MacLelan

Language of Decision: French

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Reference Number: S-042-33/2003-01

Saint John Construction Association Inc. and the Labourers' International Union of North America, Local 900

Issue: Hiring – filing position

Award: Consented Award

Date of Award: February 24, 2003

Number of Pages: 4

Arbitrator: Raymond P. Gorman

Language of Decision: English

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Reference Number: S-208-02/2003-01

Sodexho MS Canada Limited and the Canadian Union of Public Employees, Local 2266

Issue: Overtime

Award: Dismissed

Date of Award: January 27, 2004

Number of Pages: 11

Arbitrator: Geoffrey Bladon

Language of Decision: English

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Reference Number: U-023-02/2004-01

UMP-Kymmene Miramichi Inc. and the Communications, Energy & Paperworkers Union of Canada, Local 102

Issue: Holidays

Award: Allowed

Date of Award: March 3, 2005

Number of Pages: 13

Arbitrator: Raymond P. Gorman

Language of Decision: English

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APPENDICES

Summary of Charts and Table

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CHART 1

COLA's in New Brunswick
(April 1st – June 30th, 2005)

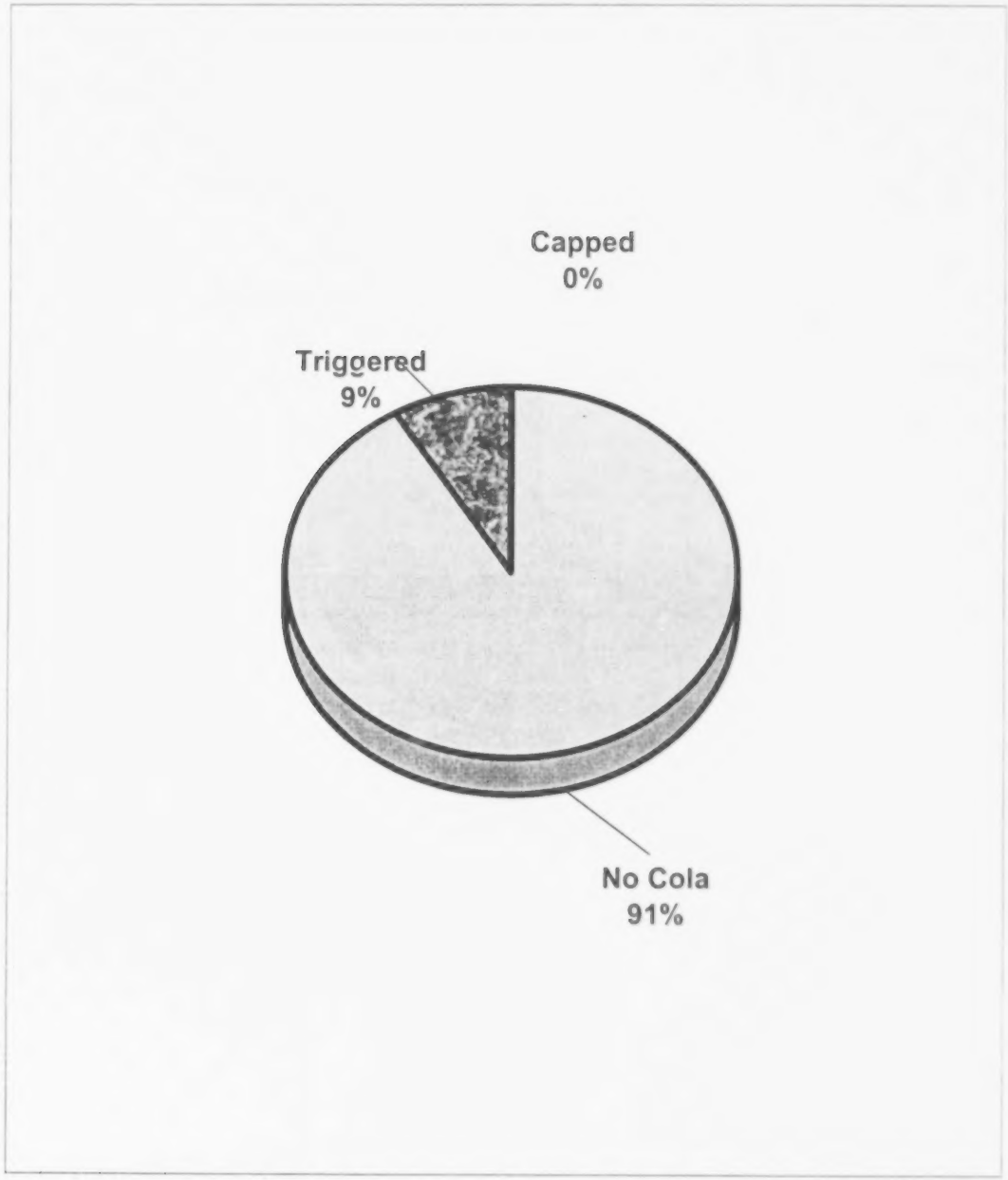

CHART 2

Average Duration in Months of Collective Agreements (April 1st – June 30th, 2005)

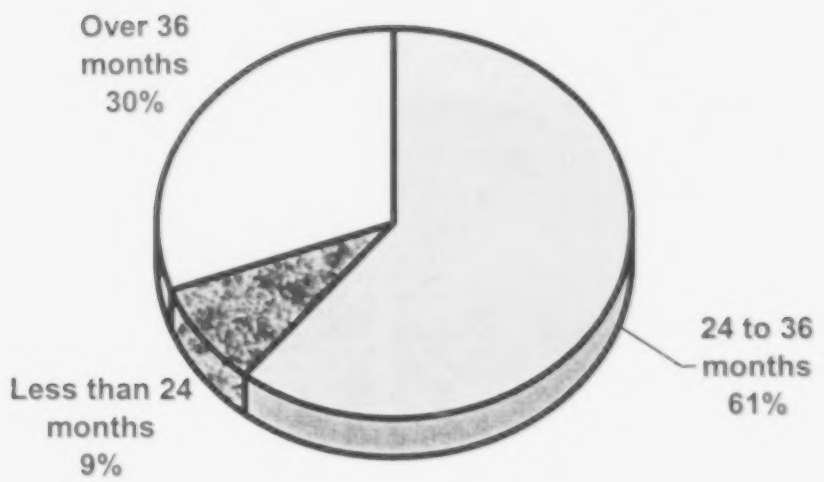

TABLE I

Wage Increase by Industry

(April 1st – June 30th, 2005)

INDUSTRY[1]	Number of Current Settlements	Number of employees covered	Average increase	
			$ hour	%
Administration, Support, Waste Management & Remediation Services	1	16	$0.25	1.86
Construction	5	362	$0.67	3.33
Educational Services	1	34	$0.60	4.68
Finance and Insurance	1	31	$0.67	7.33
Manufacturing	6	903	$0.43	2.75
Mining & Oil & Gas Extraction	1	30	$0.32	2.64
Public Administration	4	168	$0.17	0.74
Retail Trade	4	228	$0.28	2.33
TOTAL	**23**	**1772**	**$0.44**	**2.73**

1 **Agreements are categorized according to the North American Industry Classification (Statistics Canada, 1997) which classifies a business according to the principal commodity produced.**

NOTE: First time agreements are not reflected in the above table.

For further information on "North American Industry Classification" see
http://www.statcan.ca/english/Subjects/Standard/naics/2002/naics02-menu.htm